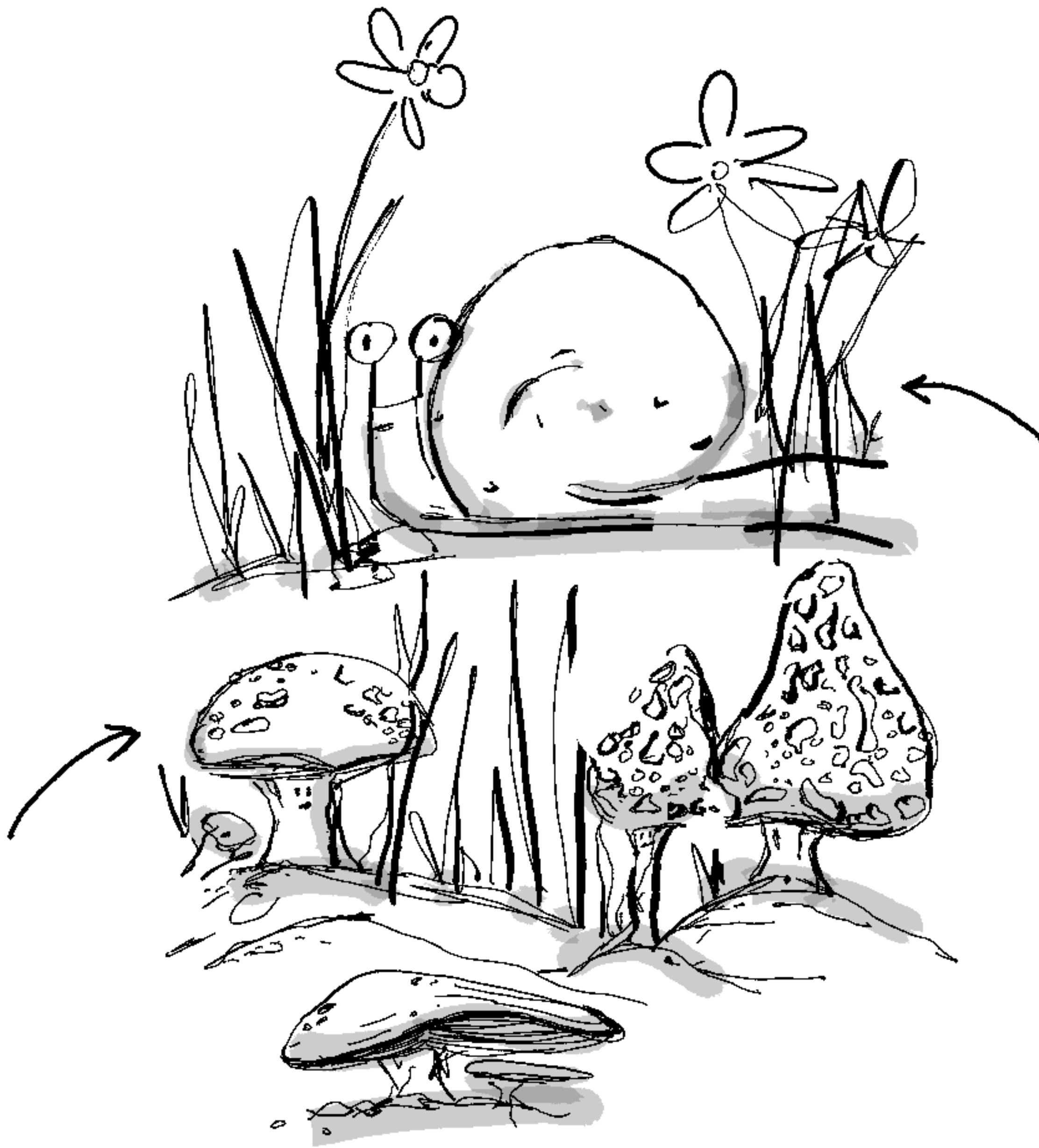


HOW TO NAVIGATE A COMPLEX ORGANIZATION

A VISUAL GUIDE

DREN GOLAN



ALEX PRUKS

PREVIOUS NAMES

**HOW TO BUILD
AN ADAPTIVE
ORGANIZATION**

**HOW TO CHANGE
A COMPLEX
ORGANIZATION**

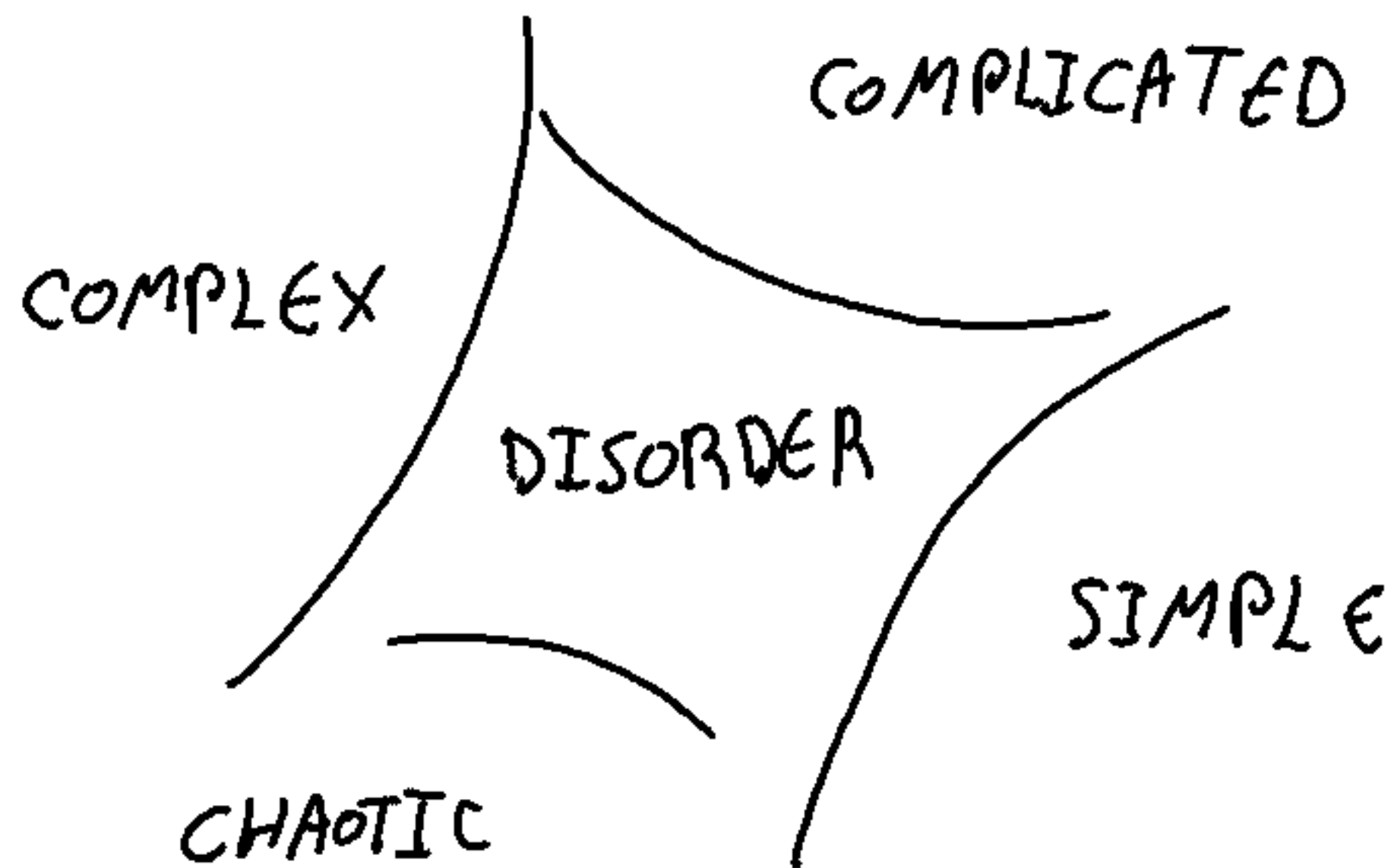
WHAT WILL YOU LEARN?

- HOW TO NAVIGATE UNCERTAINTY USING CYNETIC FRAMEWORK
- UNDERSTAND WHAT IS A COMPLEX SYSTEM
- RECOGNIZE THE LEVERAGES IN A SYSTEM
- RECOGNIZE THE TRAPS IN A SYSTEM AND HOW TO AVOID THEM

CYNEFIN

A FRAMEWORK FOR NAVIGATING
UNCERTAINTY

UNPREDICTABLE WORLD



PREDICTABLE WORLD

Complex

Probe - Sense - Respond

Emergent Practice

Enabling Constraints

↓
A/B
TEST

DISARM
CONFLICT

INCREASE
INNOVATION

LEADING
PEOPLE

PARENTING

Complicated

Sense - Analyse - Respond

Good Practice

Governing Constraints

BUILD CAR

PAY TAXES

Disorder

Chaotic

Act - Sense - Respond

Novel Practice

No effective Constraints

↓
ROLL BACK

FIRE!

PRODUCTION
SERVERS
ARE DOWN

Simple

Sense - Categorise - Respond

Best Practice

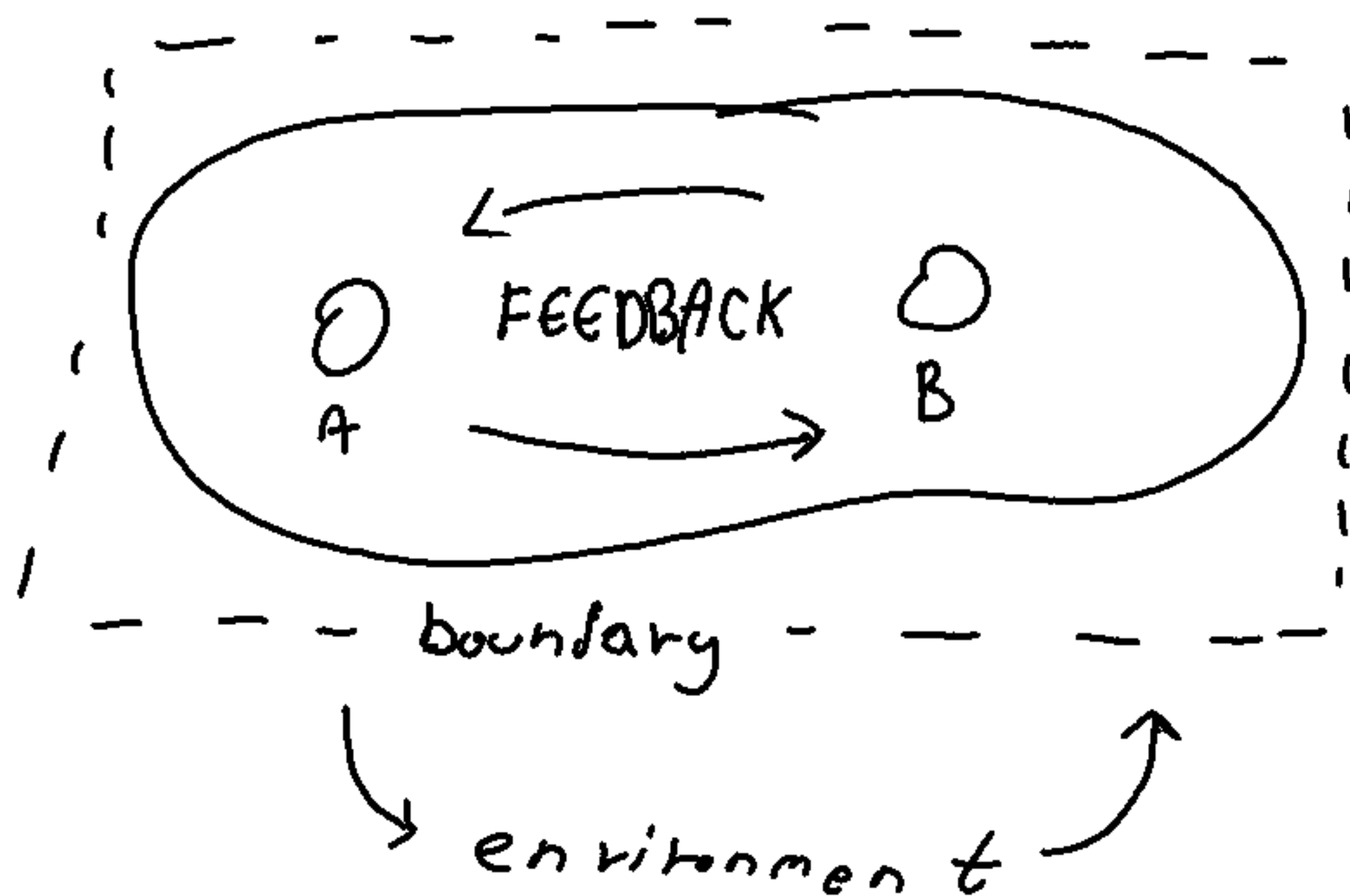
Fixed Constraints

CHECKLIST

CHARGE
PHONE

SYSTEM

"A SET OF THINGS WORKING TOGETHER
AS PART OF A MECHANISM OR AN
INTERCONNECTING NETWORK"



SYSTEM THINKING & MANAGEMENT SCIENCE

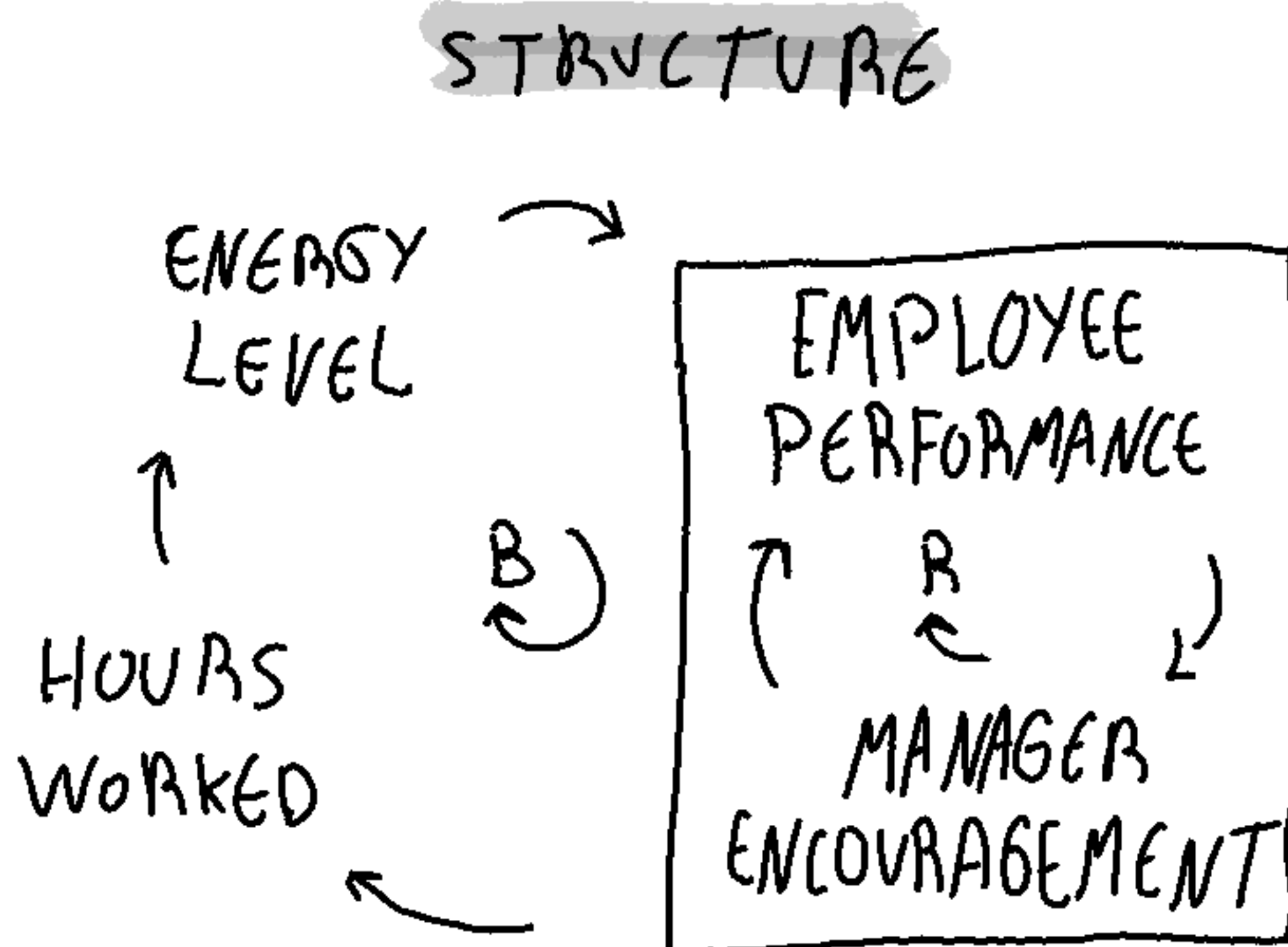
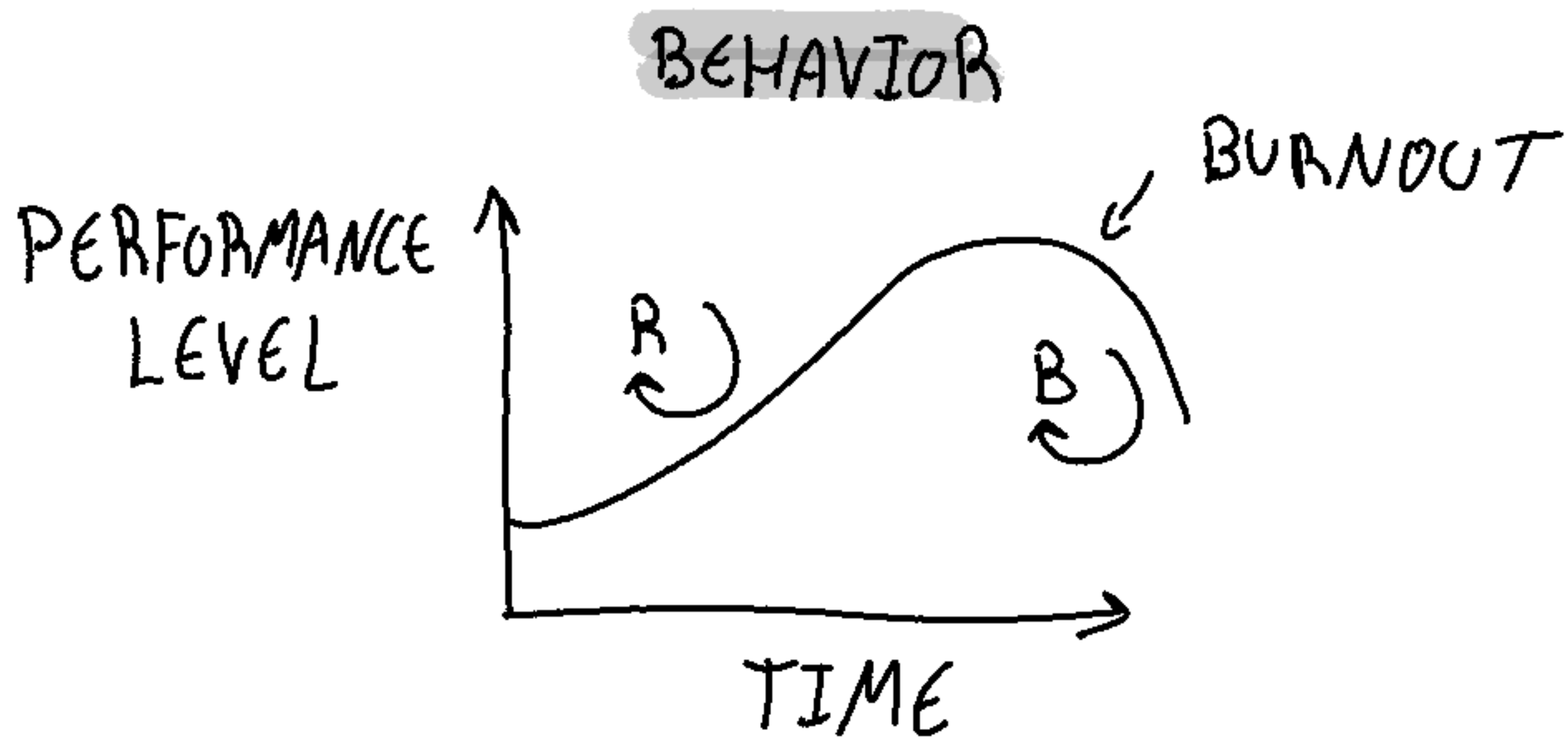
RUSSEL L. ACKOFF

SYSTEM TYPE	PART	WHOLE
MECHANISTIC	X	X
LIVING	X	✓
SOCIAL	✓	✓
ENVIRONMENTAL	✓	X

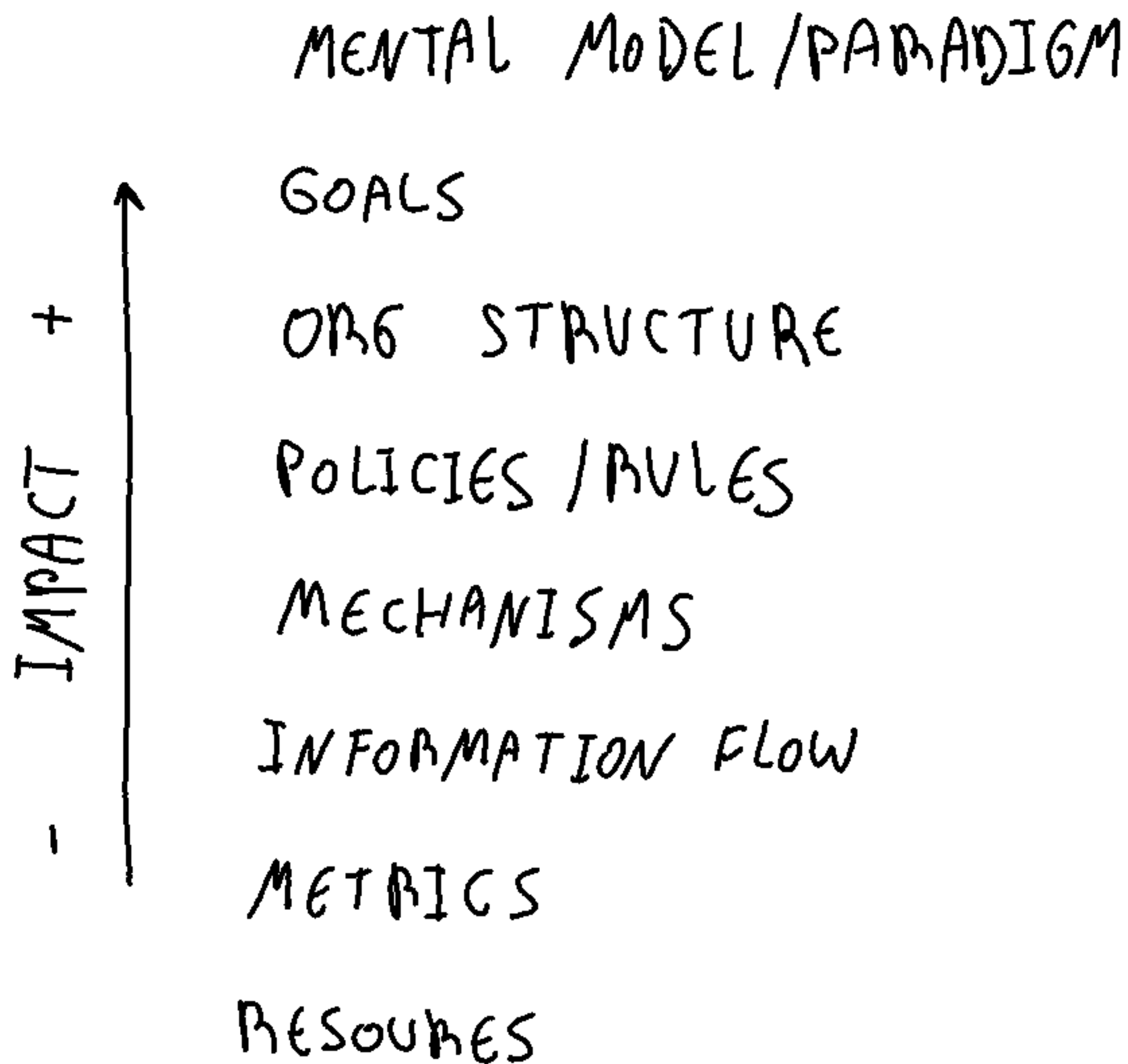
✓ - FREE WILL / AGENCY

X - NO FREE WILL

FEEDBACK LOOPS



LEVERAGES



TRAP 1

POLICY RESISTANCE
(FIXES THAT FAIL)

EXAMPLES:

ROMANIA, WARS ON DRUGS, UNSUPPORTED LIBS

THE WAY OUT:

LET GO, CHANGE GOAL

TRAP 2

TRAGEDY OF THE COMMONS

EXAMPLES:

FISH, FOSSIL FUELS, POPULATION GROWTH

THE WAY OUT:

EDUCATE, DIVIDE THE SHARED RESOURCE,

REGULATE THE COMMON

TRAP 3

DRIFT TO LOW PERFORMANCE

EXAMPLES:

FALLING MARKET SHARE, DIRTIER AIR, GAINING
FAT IN SPITE OF DIETING

THE WAY OUT:

ADJUST STANDARDS BASED ON BEST
PERFORMANCE

TRAP 4

ESCALATION

EXAMPLES:

ARM RACE, ADS CAMPAIGN

THE WAY OUT:

REFUSE TO COMPETE, BUILD A SYSTEM
WITH BALANCING LOOPS TO CONTROL THE
ESCALATION

TRAP 5

SUCCESS TO THE SUCCESSFUL

EXAMPLES:

EXTINCTION OF SPECIES, NUMBER OF CAR
BRANDS AND NEWSPAPERS

THE WAY OUT:

POLICIES THAT LEVEL THE PLAYING FIELD
(TAX, UNIONS, EQUAL HEALTHCARE & EDUCATION)

TRAP 6

ADDICTION

EXAMPLES:

FAMILIES DELEGATING CARE FOR ELDERLY,
RELYING ON VACCINE & MEDICATION

THE WAY OUT:

HELP A SYSTEM TO RESTORE ITS ABILITY
TO SOLVE ITS PROBLEMS, THEN REMOVE YOURSELF

TRAP 7

RULE BEATING

EXAMPLES:

SPENDING AT THE END OF THE YEAR, POISON
ENDANGERED SPECIES

THE WAY OUT:

REDESIGN RULES TO TURN THE SELF
ORGANIZATION OF THE SYSTEM IN THE
DIRECTION OF ACHIEVING THE PURPOSE
OF THE RULES

TRAP 8

SEEKING THE WRONG GOAL

EXAMPLES:

GDP DOES NOT COUNT FOR WELFARE, EQUITY,
JUSTICE. MEASURING GOOD EDUCATION BY MONEY SPENT

THE WAY OUT:

SET GOALS THAT REFLECT THE REAL WELFARE
OF THE SYSTEM

RESOURCES

Books:

THINKING IN SYSTEMS

MAKING THINGS WORK

GOOD STRATEGY BAD STRATEGY

TEAM OF TEAMS

AGENDASHIFT

TURN THE SHIP AROUND

CONNECT: BUILDING EXCEPTIONAL RELATIONSHIPS

NONVIOLEN COMMUNICATION

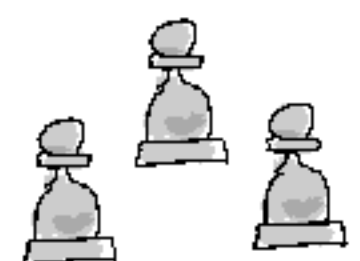
OTHER:

CYNEFIN

CLEAN LANGUAGE

OPEN.GITHUB.IO

x chess



✓ gardening

